

HAWAII TRUCKERS - TEAMSTERS UNION PENSION PLAN

NOTICE OF PLAN CHANGE TO ACTIVE PARTICIPANTS

During 2008, as with all pension plans in the United States, the Hawaii Truckers - Teamsters Union Pension Plan (the "Plan") experienced significant investment losses from which it is still trying to recover. The Trustees have been actively making changes to the Plan's investment portfolio that they expect will help to protect the Plan's investments from future market corrections and generate investment returns that will keep the Plan financially sound in the future.

However, after extensive discussions with the Plan's Actuary, the Trustees have adopted a benefit change that reduces the rate at which you will earn benefits under the Plan on and after April 1, **2013**. The benefits you earn prior to April 1, 2013 are not affected by this reduction.

The following table provides you with a comparison of the Benefit Rates provided to you for the period from April 1993 through March 2013 to the Benefit Rates that will be provided to you on and after April 1, 2013:

<u>Contribution Rate</u>	<u>Applicable Benefit Rate For Credited Service Earned During the Indicated Periods:</u>	
	<u>4/93 - 3/13¹</u>	<u>4/13+²</u>
32¢	\$22.77	\$15.94
37¢	\$25.78	\$18.05
42¢	\$28.79	\$20.16
47¢	\$31.80	\$22.27
52¢	\$34.81	\$24.38
57¢	\$37.82	\$26.49
62¢	\$40.83	\$28.60
67¢	\$43.84	\$30.71
72¢	\$46.85	\$32.82
77¢	\$49.86	\$34.93
82¢	\$52.87	\$37.04
87¢	\$55.88	\$39.15

¹ Any higher Contribution Rate will increase the benefit rate by \$3.01 for each additional 5¢ increment.

² Any higher Contribution Rate will increase the benefit rate by \$2.11 for each additional 5¢ increment.

Because the April 1, 2013 change in the benefit formula will result in a significant reduction in **future** benefit accruals, the Plan is required to inform you of the reduction in accordance with Section 204(h) of the Employee Retirement Income Security Act of 1974 ("ERISA").

The benefit change described above has the effect of reducing the rate at which you earn benefits by 30% beginning April 1, 2013. Again, the benefits you earn prior to April 1, 2013 are not affected by this reduction.

The Plan, as of April 1, 2012, was certified by the Actuary as being in "neither endangered nor critical status." This means that the Plan is considered to be adequately funded under recent

governmental regulations in 2012. The benefit change described above was made to keep the Plan adequately funded in 2013 and the future.

As your Trustees of the Plan, along with the Plan Professionals, we continue to closely monitor the financial position of the Plan and are committed to maintaining the Plan's long term stability and financial soundness. We believe that the Plan can safely continue to provide benefits to you at these revised levels in the future. And, we hope to be able to periodically improve the benefit formula as the Plan's investments continue their recovery from 2008.

If you have any questions on this benefit improvement, please feel free to contact the Trust Fund Office. You may write to the Trust Fund Office at 560 N. Nimitz Highway, Suite 209, Honolulu, Hawaii 96817 or call (808) 523-0199.

BOARD OF TRUSTEES OF THE
HAWAII TRUCKERS - TEAMSTERS UNION
PENSION PLAN